

February 6, 2023

Dear Rep Jim Joy,

As an HR professional, our employees are my friends and neighbors and I help them during the most difficult times in their lives, so I know how important paid leave is for them. I want to find a paid leave solution that balances employee's needs with the needs of our business. I'm concerned about the impact of allowing brand new employees such an extended amount of leave on the operations of the business, especially in the current labor shortage. I feel the law should include provisions on eligibility that more closely resemble the federal FMLA law including: only applies to employers with 50+ employees and applicants need to have worked for the employer for at least 12 months.

Thank you for your consideration,

Natasha Nodsle
Vice President of Human Resources

Email: Natasha.Nodsle@sjeinc.com

Phone: (218) 844-8730

Address: 22650 County Highway 6, Detroit Lakes, MN 56501